



Human Resources Division
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June 15, 2007

AGENDA ITEM 3

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

- I. SUBJECT:** 2007-2008 Performance Plans for the Chief Executive Officer and Chief Actuary (First Reading)
- II. PROGRAM:** Administration
- III. RECOMMENDATION:** Approve the First Reading of the 2007-2008 Performance Plans of the Chief Executive Officer and Chief Actuary

IV. ANALYSIS:

The Board of Administration's Compensation Policies and Procedures include a schedule for approving incentive plans for the coming fiscal year. The 2007-2008 performance plans for the Chief Executive Officer and the Chief Actuary are presented with this item for first reading.

V. STRATEGIC PLAN:

Under Goal II of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. Under Goal IV, the organization is dedicated to effectively utilizing its resources, including a diverse, creative, motivated, high performance workforce. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

VI. RESULTS/COSTS:

The establishment of performance plans is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost

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of performance awards that might arise from the recommendations in this item will be funded from existing resources.

Chris O'Brien, Chief
Human Resources Division

Gloria Moore Andrews
Deputy Executive Officer, Operations

Attachments

**2007-2008 Performance Plans for the
Chief Executive Officer and Chief Actuary**

Performance plans for the 2007-2008 Fiscal Year for the Chief Executive Officer and Chief Actuary are presented for first reading on the following pages:

<u>Position</u>	<u>Current Incumbent</u>
Chief Executive Officer	Fred Buenrostro
Chief Actuary	Ron Seeling